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INTERMOUNTAIN REPORTER

APRIL 1995

United States
Department of
Agriculture

Forest Service

Intermountain Region

Ogden, Utah

Swett Ranch historic site. *(Photo by Larry Friedman)*

See story on page 6.

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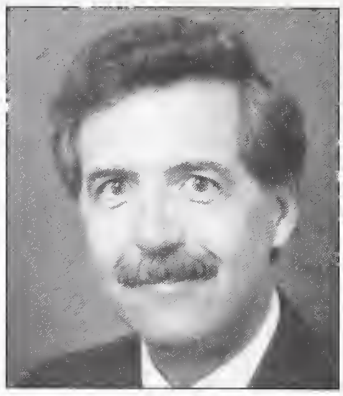


I'm sure you get tired of that adage "we have to do more with less." I was glad to hear the Chief say we will do less with less. I have one idea on something we could cut.

I think one reason we all have such a full plate is that we all think we have to be involved in everything. Is that really because we make better decisions when everyone is involved? Or is it because we don't trust each other? We tend to do a lot of checking up on each other, looking over each other's shoulders. We think sometimes it won't get done right unless we are involved.

Somehow we have to find a way to empower a group of people to work on an issue, keep people informed, and not set expectations that everyone has to be involved in everything.

Don't get me wrong. I am not talking about a top down style of management where all decisions are made by a few leaders in a room and no one ever heard about it until it was done. I need your feedback and input, and you need to be involved in decisions that impact you. We have asked for input and feedback on Rediscovery, for instance, until people are tired of being asked!

I am talking about trusting each other. About not having to be involved in everyone else's job, but developing a respect for one another. And maybe we shouldn't expect the information to come to us; maybe we can take the initiative and ask if we want to know. I just think we spend way too much time being "involved" or having to brief everyone who "needs to know." Maybe we need to use some of that time for talking with people, managing by "wandering around," just listening to how things are going.

I don't know how we get to this kind of change. Is it a cultural change? A behavior? An attitude? Is it desirable to change? I would really like your feedback. We have way too much to do. We need to figure out how to focus on what's important.

What do you think? Drop me a note at the RO via blue envelope, or send a DG message to D.BOSWORTH:R04A. Believe it or not, I do read and respond to all my DG mail—although sometimes my turnaround time is a little slow! If you live in the Ogden area, you can also catch me at one of the weekly "Open Forum" sessions in the RO. I usually get to one or two a month. Or feel free to visit with me when I get out to your Forest or District. I haven't mastered "management by wandering around" a Region of 3000+ employees, 16 Forests and parts of five States. But I want to learn. And I want to hear your ideas.

Dale

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (M.REYNOLDS:R04F12A) and a hard copy to Meghan Reynolds, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Geographic Information Systems . . . GIS

The Forest Service is in the process of implementing a new technology known as GIS. Geographic Information Systems (GIS) technology is expanding very quickly and has basically unlimited applications in natural resource management. Here in Region 4, we have been slowly acquiring this capability on most of the Forests, but there still remains a lot of questions on what it is and what it will do.

WHAT IS GIS?

The term GIS means a computer system capable of holding and using data describing places on the earth's surface. A true GIS includes data, computer hardware, software, and users. The GIS has to have one of these components to be a GIS.

Conceptually, a GIS can be envisioned as a stacked set of map layers where each layer is aligned or registered to the other layers. Each layer can contain a unique graphic theme or data type. Themes can include topography, soils, land-use, land ownership, or features like roads, pipelines, or power lines.

> "*GIS can be envisioned as a stacked set of map layers, where each layer is aligned or registered to the other layers.*"

Since the themes or map layers have the geographic location as a reference, they can be overlain in any user-specific combination. The user can then quickly retrieve, overlay, manipulate, and analyze any number or combination of layers.

GIS is to be viewed as a tool box with many potential applications. Our people will have to learn how to use these new tools. Like any new technology, it is highly misunderstood, will often be misused (at least at first), requires new capital investments, and has many unknowns on where we are going with it. The gut reaction of managers has been to "hire someone to run it" rather than prepare people to use this powerful tool. Our primary challenge is to get it into the hands of people that need to use it.

> "*Our primary challenge is to get it into the hands of people that need to use it.*"

WHAT CAN A GIS DO?

The real power of GIS is in modeling and analysis capabilities. It can make maps as output products, but making maps is not using the full power of GIS.

> "*Making maps is not using the full power of GIS.*"

GIS can be used for the simplest question and map drawing, or the most complicated projection and visualization based on expert systems. Thus we may ask where a certain organism-feature exists or simulate and model ecosystems through time. Modeling, 3-D displays, animation, and visual interpretations become powerful tools for decision makers (a picture is worth a thousand words). A GIS can:

- Produce high quality maps in a variety of scales, contents, and formats.

A GIS can:

- Produce high quality maps in a variety of scales, contents, and formats.
- Show areas visable from selected vantage points.
- Determine areas, distances, and lengths.
- Produce new derived maps or integrate layers to produce composite maps showing where features intersect or overlap.
- Detect changes, analyze trends, or project possible future conditions.
- Display in 3-D, do cross-sections, and provide animation and "fly-around" views.
- Calculate slope, aspect, and elevation.
- Share data, convert data formats, use standard process and applications, and produce standard formats and layouts.
- Reduce the overall amount of data collected and inventoried by constructing interpretations or deriving data on resource suitablity, risk, and/or condition.
- Display satellite data, other remotely sensed products, or digital resource photographs.

WHY THE FOREST SERVICE IS USING IT

Almost all land management agencies, local and state governments, and organizations involved in resource planning and/or management are using GIS. Some of the important considerations for using GIS are:

- More production.
- Better storage of data (uniform, common, shareable, non-redundant).
- Perform operations too complicated for manual application.
- Refine and update data.
- Perform "What-if-ing", and quickly change criteria for different effects.
- Better communications . . . "picture" of the answer.
- Better knowledge and understanding the world around us.

SPATIAL AND ATTRIBUTE DATA

Since data are so important, view the GIS as a data-centered approach. An individual or organization collects and compiles the data to support the goal of the user. The other components provide the support needed to process the data.

All data in a GIS are either spatial data or attribute data. Spatial data tells us where somethings occurs. Attribute data tells what occurs—it tells us the nature or characteristics of the spatial data. For example, you might describe the location of a campground as a point with specific coordinates in degrees, minutes, and seconds for both longitude and latitude. Now the attributes of the campground, such as number of camping units, tables, and restrooms can be reported. Assembling the data and putting it into a GIS can account for more than 70 percent of the costs.

> "*Assembling the data and putting it into a GIS can account for more than 70 percent of the costs.*"

LEARNING GIS TERMINOLOGY

National Forest management depends on information. As we progress towards ecosystem management, information needs become more complex. The immediate requirement is for information tools that address this complexity of the challenge.

GIS is this powerful informational tool for solving complex environmental problems and analyzing impacts.

When most folks hear about GIS, their initial comfort level is low. To understand why, all you have to do is listen to a GIS user. Most of them just don't speak plain English. While most of us understand the heart of GIS is information and data on such topics as soils, vegetation, roads, and streams, the mystification sets in as soon as a user starts talking about "georeferencing" information and its "hierarchy" or "lineage."

COMMON GIS TERMS

Here are some common terms used when discussing GIS:

Arc-Info - The GIS software we use.

Aspect - Horizontal direction in which a slope faces (e.g., a southeast facing slope has an aspect of 135 degrees).

Attribute - A numeric and/or text description of a spatial entity (e.g., address or owner's name of a parcel).

Cartographic Feature Files (CFF) - Files produced at the Geometronics Service Center in Salt Lake City containing land net, roads, streams, and point features.

Digital Elevation Model (DEM) - Digital topographic data from which contour lines, slope, aspect, elevation, etc., can be derived.

Data Standardization - The process of achieving agreement on common data definitions, representation, and structures to which all data layers must conform.

GPS (Global Positioning System) - Handheld or backpack system used for collecting digital locational data by the triangulation of satellite signals.

Layer - A logical separation of mapped information representing common data (e.g., roads, soils, and vegetative cover).

Manuscript - A stable base, usually mylar, for drawing and tracing hardcopy subjects to be digitized.

Merge - To take two or more maps or data sets and combine or union them together into a single coherent map or database without redundant information.

Orthophotograph - An aerial photograph that corrects distortion caused by tilt, curvature, and ground relief.

Raster - A form of GIS spatial data where points, lines, and polygons are generalized as grid cells.

Spatial Data - Data pertaining to the location, shape, and relationship among geographical features.

Thematic Map - A map related to a topic, theme, cover, or subject. These maps emphasize a single topic such as vegetation, geology, or land ownership.

Vector - A form of GIS spatial data where points, lines, and polygons are stored as geographic location coordinates.

PERSPECTIVES OF TWO GIS USERS

"The use of GIS technology was instrumental in conducting oil and gas leasing analyses and preparing associated EISs, but that only opened the door. The GIS helped us make the leasing decision, and I see it also helping us to implement that decision. It can help us tier future lease exploration and development analyses back to the original analysis, and even evaluate monitoring information to determine if anticipated impacts actually occurred. When resource specialists understand and become involved with GIS, the work of resource integrations can take on a whole new perspective."

—Barry Burkhardt,
Regional Minerals Specialist

"With the level of analysis necessary to fully understand the effects of our management activities on aquatic resources, a comprehensive GIS is becoming a necessity. It will enable us to better understand the effects of multiple activities on the components of the aquatic ecosystem across a broad range of environmental baseline conditions."

—Seona Brown,
Acting Regional
Fisheries Program Leader

THE TAIL END

There's no doubt that GIS, a new wave of technology, is very exciting to those who want something better for the land manager. The challenge is up to us!

by Dave Prevedel
Information Systems Specialist
Regional Office □

Flaming Gorge Volunteers Renovate Historic Site

Flaming Gorge National Recreation Area volunteers donated countless hours of skilled labor to help restore and renovate three buildings at Swett Ranch Historic Site. Managed by the Forest Service, Swett Ranch is a pioneer homestead on the slopes of the Uinta Mountains just south of the Wyoming border. Oscar and Emma Swett homesteaded over a hundred acres in the early 1900s and raised a large family before they sold the ranch in 1968.

The Ashley NF acquired the ranch from the original purchaser and opened it to the public as a historic site. Oscar's collection of ranching and farm equipment and intact ranch buildings makes the site representative of early Utah and Wyoming pioneers.

Historic sites and buildings need a lot of care. In the summer of 1994, the Forest Service had the assistance of two special volunteers: Wilda and Dale Irish of Moab, Utah who worked from May through September restoring buildings and equipment at the ranch. Wilda is an expert in the history of Swett Ranch—she's the youngest daughter of Oscar and Emma, and grew up there. Her memory guided most of the work.

The energetic couple tacked many projects, including restoring the interior of the largest house, constructed in 1928. They rebuilt floors, walls, porches, and furniture. They cleaned, sanded, and painted. They built fences and repaired water pipes and stoves. According to Wilda, they "worked until it felt like home again."

In September, ten Passport in Time program volunteers from all over the nation volunteered at Swett Ranch to renovate the granary and meat shed. The group used the excellent memory of Wilda and Dale and the skills of Forest Service carpenter Tex Leflet. Forest Archaeologist Byron Loosle and Flaming Gorge National Recreation Area Interpretive Specialist Lynne Ingram pitched in with help and direction.

Swett Ranch visitors will certainly benefit from the generosity and enthusiasm of all the volunteers!

by Eric Finkelstein
Flaming Gorge
National Recreation Area □

Renovated Swett Ranch Historic Ranch. (Photo by Larry Friedman)

Forest Service Improves Flaming Gorge Cut-Through

(Photo by Larry Friedman)

In December, Ashley NF staff and local partners deepened the shallow section of Flaming Gorge Reservoir known as the Cut-Through. This 1000-foot section of the lake is located just south of the Wyoming state line, directly beneath the cliffs of Flaming Gorge.

Boaters use the Cut-Through to avoid a four-mile 30 minute trip through narrow Horseshoe Canyon. Before the deepening project, though, the Cut-Through was too shallow for use during low water periods. Boaters were forced to take the canyon route, using extra fuel and time to travel from Wyoming downstream to Red Canyon and the Flaming Gorge Dam.

According to Fred Houston, Flaming Gorge National Recreation Area Recreation Specialist, the main reason for deepening the Cut-Through was boater convenience. Added benefits, however, are reducing noise and disturbance for the many osprey that nest in the narrow canyon. Fewer boaters traveling through Horseshoe Canyon improves nesting success for these sensitive birds.

Project partners worked on a tight schedule because winter ice was forming. Units of the Utah National Guard donated logistical support to move equipment across the lake to the work site. A local contractor worked 24 hours a day for over a week to dig a channel 20 feet deep and almost 60 feet wide.

As the lake level rises in the spring, the deeper channel will be available for boaters.

by Eric Finkelstein
Flaming Gorge
National Recreation Area ☐

"There is so much good in the worst of us,
and so much bad in the best of us,
that it behooves all of us not to talk about the rest of us."

—Robert Louis Stevenson

Paiute ATV Trail

Utah's Paiute All Terrain Vehicle (ATV) Trail is a one-of-a-kind, outdoor recreational opportunity which brings together the economic needs of rural communities, public lands, and a rapidly growing ATV industry. This marriage of economic need, land and recreational demand has resulted in an innovative, 250-plus mile ATV trail system that passes through four counties, accesses 15 communities, crosses three mountain ranges, and introduces riders to some of south-central Utah's most beautiful scenery.

About 80 percent of the trail is located on the Fishlake NF while the remaining 20 percent crosses Bureau of Land Management lands. Trail elevation ranges from 5,100 feet at Salina to 12,000 feet in the Tushar Mountains.

In addition to the main trail system, several side trails lead to three state parks and 15 towns and cities. Routes have been designated within the parks and communities giving ATVers access to needed services such as restaurants, motels, and service stations.

In an environment where most public land managers are closing their areas to ATVs, the trail invites ATVers to ride to their heart's delight. The idea was conceived in 1988 and the Paiute ATV Trail Committee—federal, state, and local government agencies, commercial ventures, and private citizens—was organized to develop and manage the trail.

The trail treats riders to spectacular vistas in south-central Utah.

There's nothing quite like a trail ride through fall foliage.

A rider enjoys a moment of solitude on the trail.

Today, the trail encourages one of the fastest growing family recreational activities. Visitors from all over the United States, Canada, and even Europe have come to ride the trail. With the advent of national recognition, the trail is helping to successfully diversify the rural economies of three south-central Utah counties. Outfitter-guide businesses have cropped up in response to demands for guided day and overnight trips along the trail. It's now possible to rent machines and a guide to tour all 250 miles of the Paiute ATV Trail.

The trail also provides the stage for two ATV Jamboree events each year. Since 1990, Fillmore and Millard counties have conducted the Fillmore National ATV Jamboree. This year's event is scheduled for June 22-25; four fun filled days jammed full of riding adventures. In September, the Rocky Mountain ATV Jamboree is held in Richfield. This year the jamboree will take place September 18-23 for a week of riding to allow participants an opportunity to enjoy south-central Utah's beautiful fall colors.

The Paiute ATV Trail Committee, under leadership of the Fishlake NF, has been honored with both local and national awards. The Committee received the Economic Development Business of the Year Award for 1993 from Sevier County, Utah. And in 1994, they received the National Association of Development Organizations Innovation Award. The cooperation of such diverse entities in the Committee is often an anomaly in today's society, but the realization of the trail and the rewards received are proof that teamwork can have big payoffs.

by Linda L. Jackson
Public Affairs Specialist
Fishlake National Forest □

Ski with the Ranger

About 150 years ago, waves of pioneers and miners from the Salt Lake City area climbed up the rugged hills of Big and Little Cottonwood Canyons and stripped them of their lumber and granite for building materials. They tunneled into the mountains and hauled off the ore. Their flocks denuded the mountain pastures. Mud slides and avalanches followed, making the devastation complete, and the small mountain communities faded away.

Now, Mother Nature is healing the canyons, and people are again drawn into the mountains—this time to ski at Alta, Brighton, Snowbird, and Solitude in the Uinta and Wasatch-Cache NF. And this time, Forest Service naturalist volunteers are there to help the skiers become aware of the fragile land by providing 45 minute complimentary, trailside programs. Lovingly dubbed "Ski with the Ranger," the on-snow, on-skis programs are an easy mix of history, geology, mining tales, and wildlife sightings with a stewardship message woven in to encourage thoughtful use of forests and natural resources. It's a sort of birds-and-bees program adapted to the winter woods.

"The concept is to reach the public as they visit their National Forest," says Salt Lake RD's Information and Education Specialist, Nancy Krebs, who heads the program.

Volunteer naturalists in Forest Service olive green parkas greet skiers at designated spots on the mountains and conduct their lively programs. At Brighton, volunteer Bob Flodine typically entertains the early comers with some brain teasers. "Who are the Forest Service mascots?" he asks. It's usually a pint-sized youngster who beats the adults to an answer. The reward is a Woodsy Owl sticker.

The U.S. Forest Service Naturalist Program meets today.

At each ski area, the program then moves down a gentle trail and stops at points of interest. Many people think of a forest as a museum of trees, and they are startled to find that their favorite ski runs are on National Forest System lands.

At Brighton, Bob stops near the snow depth gauge and invites folks to guess how much snow is beneath their skis. Since the snowpack is Salt Lake City's water supply, it's a perfect lead-in to asking skiers what they can do on the mountain and in "real life" to help maintain water quality. Then, while on the subject of water, Bob points to the distant dams and asks skiers to guess how the fish got into the high mountain lakes above Brighton.

Another Brighton volunteer, Don Gray, tells of the old mountain communities and a legendary fiddler. He explains how the land has changed through management and multiple use.

At Snowbird, Jim and Marsha Gale pass swatches of deer, elk, and moose hide among the skiers and invite guesses to identify which is which. "People like to know about the animals, and they're interested in seeing trees that porcupines have eaten," says Marsha. "And they really enjoy the stories about the interesting characters that used to hang out in these canyons," adds Jim.

At all the resorts, skiers get to handle porcupine quills, "shake hands" with evergreen trees to identify them, see animals and animal tracks, and look at snowflakes through magnifying glasses. It's a woodland show-and-tell.

"People really seem to enjoy being able to talk with someone who's knowledgeable about the area. Whether they're from Salt Lake City or from a foreign country, people are really interested in learning more about the world around them," says Solitude volunteer Andrea Rodriguez.

The idea for the Forest Service winter program began at Big Mountain, Montana, more than 10 years ago. Retired fisheries biologist Bob Schumacker and his buddy Howard Whitney, a retired border policeman, convinced the Forest Service to start a volunteer host program at Big Mountain, a ski area built on land leased from the Forest Service. The Forest Service enjoyed having friendly, knowledgeable representatives on the hill, and the program was picked up elsewhere.

This was the fifth season of "Ski with the Ranger" in Big and Little Cottonwood Canyons. The program has 28 volunteers, of which five are full-time Forest Service employees who are strictly off-the-clock when they serve as volunteer naturalists at the ski resorts. The programs are conducted on weekends and holidays from late December throughout the ski season.

For more information about the volunteer naturalist programs contact Nancy Krebs at the Salt Lake RD, (801) 943-1794.

by Harriet Wallis
Volunteer
Salt Lake RD □

Note: Harriet Wallis and her husband, Bob Flodine, are Forest Service volunteers. They know how the fish got into the high mountain lakes above Brighton. Participate in the program next winter and ask them about it!

Skiers identify trees by "shaking hands" with them.

"E" is for Environmental Effort

While April 22 is Earth Day, April is also Keep America Beautiful Month. Here are suggestions to try each day in April:

1. Read an article about an environmental concern.

2. Share your newspaper with someone to cut down on paper consumption.

3. Write on both sides of scrap paper.

4. Cut up plastic six-pack rings before discarding to help prevent wildlife from getting entangled.

5. Use cookware with flat bottoms for efficient heat transfer to the pan.

6. Carpool to work on Earth Day . . . and every day possible.

7. Keep a litterbag in your car and use it.

8. Ask the public works or parks department if you or your unit can "adopt" a bus stop, street, or small park, which you would commit to keeping clean.

9. Use rechargeable batteries.

10. Keep your tires inflated to the recommended pressure.

11. Pick up at least one piece of litter every day.

12. Turn off the water when brushing your teeth.

13. Check your building's dumpsters daily to make sure the lids are closed.

14. Turn the burners and oven off slightly before the cooking time expires, using residual heat to complete the job.

15. Plant a tree.

16. Collect recyclables for neighbors who can't bring them to a drop-off center.

17. Volunteer to start a recycling program.

18. Use newspaper or old maps for gift wrapping.

19. Fix a leaky faucet.

20. Wash clothes in cold water.

21. Start a garden at home or in your community.

22. Buy products in recyclable containers.

23. Circulate memos to your audience instead of duplicating a separate copy for each person.

24. Clean countertops with reusable sponges instead of paper towels.

25. Drive at a steady speed.

26. Leave grass clippings on the lawn as a soil nutrient or add them to the compost heap.

27. Purchase recycled paper.

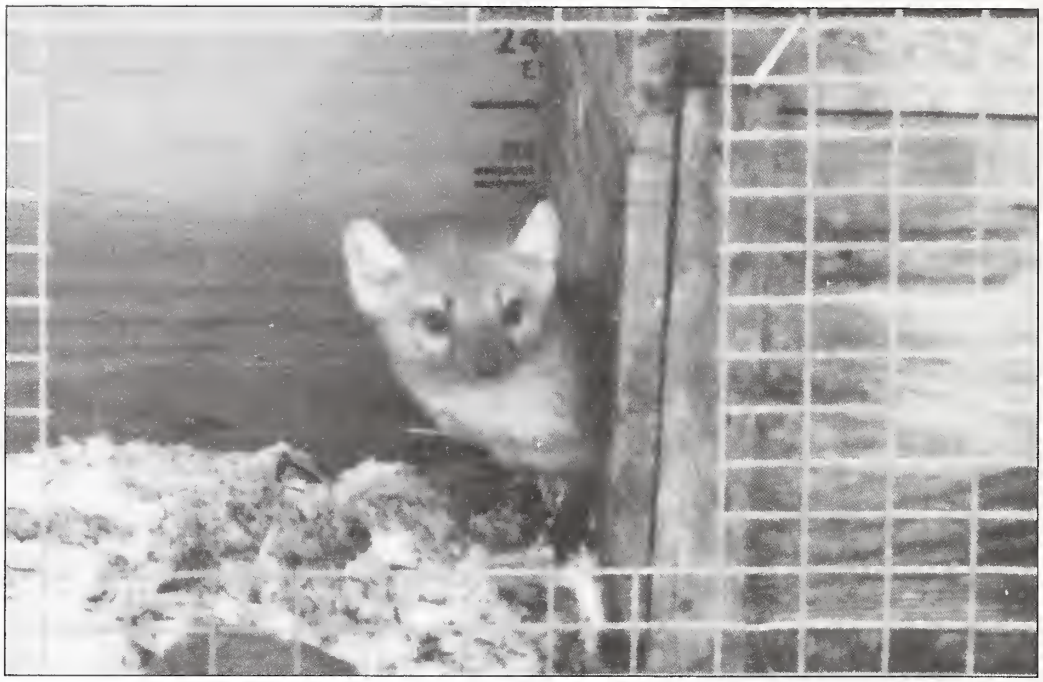
28. Donate old clothes and furniture to charity.

29. Establish a waste-reduction suggestion box at work.

30. Tell others what you're doing for Earth Day and Keep America Beautiful Month.

And don't forget, April 29 is Arbor Day. By planting even a single tree, you can help filter air pollution, shade a building, and offer a home to wildlife. □

MARTEN ON THE MOVE



The Idaho Fish and Game Officer described them as a "nasty collection of teeth and nails." Caribou NF Wildlife Biologist Scott Feltis added that they were also pretty cranky and hissed, spit, and growled like angry cats. And then the two asked me to ear-tag one of these forest carnivores.

In December 1993, an Environmental Assessment was signed to facilitate reintroduction of pine marten to an area of historic habitat in the Bear River Range mountains of southeastern Idaho. Marten were nearly eliminated by trapping from the 1930s to the 1950s but have come home thanks to a partnership with Region 5's Idaho Fish and Game officers in Pocatello.

You have to catch the critters before you can move them, so an Idaho Fish and Game Reserve Officer used live trapping methods to capture marten from Salmon River country and bring them south. Idaho Fish and Game Reservist Dave Hawkes temporarily "housed" the marten in pens at his Franklin, Idaho mink ranch until a large enough number were ready for release—usually around six to ten.

The marten were tagged for identification and transported in wooden boxes from their temporary homes to the mountains. Using the soft release technique, their transport boxes were opened inside wire enclosures with about three feet of space. The soft release technique tends to keep marten from running too far from the release site.

They stayed in the enclosure for three to four days to allow them to get accustomed to the sights, smells, and sounds of their new neighborhood. As the wire door was opened, the marten only hesitated a moment before running at top speed through the snow and up a tree to become part of an ecosystem the species once knew well.

During their temporary housing and their stay on-site in wire enclosures, the marten were visited daily and fed raw game meat to perpetuate their hunger for wild squirrels and other rodents.

Thirty-nine marten have been reintroduced and plans call for a total of 50 to be released in 1995. Monitoring is ongoing via attractant stations, track surveys, and motion/sensor camera photography.

The Caribou NF, Idaho Fish and Game, Uinta and Wasatch-Cache NFs, Utah Division of Wildlife Resources, and Utah State University also signed an agreement to survey for another elusive critter in the same general area.

Surveys for wolverines were initiated after several reliable sightings in the Bear River Range in both Idaho and Utah. Through the use of the attractant stations and motion/sensor cameras, we'll be on the lookout for these secretive creatures as well.

by Rose Davis
Public Affairs Officer
Caribou National Forest □

One Stop Does It All

You and your family are traveling up I-15 from southern California on your way to vacation in southern Utah where you've never been before. Where should you stop first? The new St. George Interagency Information Center and Offices, of course!

You are a firewood cutter, Christmas tree cutter, miner, or grazing permittee looking for opportunities on public lands. Where do you go? Again, the St. George Interagency Information Center and Offices.

This new, one-stop facility provides recreation information on the National Forests, BLM lands, National Parks, and State Parks of southern Utah and northern Arizona. You can get a permit and information on a whole spectrum of opportunities on the Dixie NF and the BLM's Dixie, Shivwits and Vermillion Resource Areas. Opened in December 1994, the building includes offices for employees of the Pine Valley RD and the three BLM Resource Areas (a total of 55 employees), a warehouse, and an information center.

The high-tech information center includes exhibits, an information desk, audiovisual area, interpretive association sales area, and public work area complete with maps, computers, and other reference materials. The exhibits and interpretive association sales area were provided by the Arizona Strip and Dixie Interpretive Associations, who jointly operate the information center.

In addition to one-stop convenience for our customers, joint location of several agencies and offices has provided many opportunities for improved efficiency through sharing equipment, employees, and space. Examples include sharing the warehouse, fire cache, mailroom, photocopying equipment, break room, and the staff of the information center. More opportunities are anticipated as the employees of the agencies learn more about each other.

If you are in the St. George, Utah area, be sure to stop by. The employees would enjoy showing off their new facility and you can enjoy the convenience of one-stop service. Remember, one stop does it all!

by Mark Van Every
Public Affairs Officer
Dixie National Forest □

The St. George Interagency Information Center and offices.

A visitor gets information from Randy Beckstrand.

• U.S. FOREST SERVICE • U.S. FISH & WILDLIFE SERVICE • IDAHO DEPARTMENT OF FISH AND GAME
• IDAHO SOIL CONSERVATION COMMISSION • CARIBOU CATTLEMAN'S ASSOCIATION

PARTNERS PROTECT TROUT HABITAT

The U.S. Fish and Wildlife Service joined the Caribou NF, Idaho Department of Fish and Game, Idaho Soil Conservation Commission and the Caribou Cattleman's Association in signing a unique conservation agreement to protect and enhance Bonneville cutthroat trout habitat in southeastern Idaho.

The conservation agreement applies to Dry, Giraffe, and Preuss Creeks on the Montpelier/Elk Valley Allotment on the Caribou NF. The key strategies were created in the Allotment Management Plan (AMP) developed by the Montpelier RD.

To help implement parts of the conservation agreement, the Caribou Cattleman's Association secured a grant from the Idaho Soil Conservation Commission. This grant bolstered the Association's already significant out-of-pocket contribution to the protection and enhancement of the fisheries habitat.

"This is an example of how we can join with other agencies and citizens to protect wildlife," said Chuck Lobdell, State Supervisor for the U.S. Fish and Wildlife Service's Endangered Species Program. "The cooperation of Golden Keetch of the Caribou Cattleman's Association is key because they are the local resource users and stewards in this decision." Dave Blew with the Idaho Soil Conservation Commission added, "We look forward to additional cooperative agreements like this one."

Forest Service Range Conservationist Mark Booth created the draft agreement and cultivated the partnerships with U.S. Fish and Wildlife Service and the Idaho Fish and Game. Strategies the partners will use to implement the AMP include developing several new watering facilities, using an elaborate rest rotation grazing system, and eliminating grazing on several key riparian areas on the allotment. This will allow current land uses like grazing to continue in a manner that will protect the trout and other stream-dependent species.

Impacts to stream habitat threatens the Bonneville cutthroat trout's existence. Deterioration such as decreased deep water habitat and streamside vegetation, increased water temperatures, and low food production have reduced the trout's distribution to an estimated five percent of their historic range in parts of Idaho, Nevada, Utah, and Wyoming. Populations of the trout are known to inhabit Bear Lake and several tributaries to the Bear River, including the Thomas Fork drainage.

The project will be monitored through a cooperative effort by the Caribou NF, the Idaho Fish and Game, the Caribou Cattleman's Association and contractors such as Utah State University.

by Rose Davis
Public Affairs Officer
Caribou National Forest ☐

• U.S. FOREST SERVICE • U.S. FISH & WILDLIFE SERVICE • IDAHO DEPARTMENT OF FISH AND GAME
• IDAHO SOIL CONSERVATION COMMISSION • CARIBOU CATTLEMAN'S ASSOCIATION

$1,440 IN THE BANK?

Let's suppose you had a bank that each morning credited your account with $1,440—with one exception:

Whatever part of the $1,440 you had failed to use during the day would be erased from your account, and no balance would be carried over.

What would you do?

You'd draw out every cent every day and use it to your best advantage.

Well, you do have such a bank, and its name is *time*.

Every morning this bank credits you with 1,440 minutes. And it writes off as forever lost whatever portion you have failed to invest to good purpose.

—Author unknown

Great Leaders Lead the Best

Situational Leadership II instructors Susan Hayman, Sharon Labrecque, Larry Randall, and Dave Meyers.

Situational Leadership has been offered in our Region for several years to help managers decide which leadership style is appropriate to use under different circumstances. Helping managers become more flexible and responsive to their employees' needs is what this training is all about.

Ken Blanchard, owner of Blanchard Training & Development, Inc., teamed with colleagues to develop a new generation of Situational Leadership based on years of extensive research and teaching . . . And Situational Leadership II was born!

Since it was cost effective to train our own trainers and customize the course for the Forest Service, Sharon Labrecque, Dave Myers, Larry Randall and Susan Hayman attended Blanchard's Situational Leadership "Train the Trainers Class." They are now certified instructors for the course.

A pilot class was held on the Sawtooth NF in December—evaluations reported the course was excellent, and suggestions indicated only minor changes needed to be made.

Situational Leadership II is a model for developing people and is a way for leaders to help their employees grow and become self-reliant achievers. It is a strategy for releasing energy and creativity in the organization and aligning individual goals with organizational goals. As a result of learning to be a situational leader, leaders and the employees they manage become more skillful, adaptable, and open to new challenges.

Because it opens up communication, Situational Leadership II invites employees to teach their managers about themselves and what kind of help they need to become more self-directed and self-motivated. The role of the leader, as teacher and coach, is to provide employees with whatever it takes—goals, direction, training, support, feedback or recognition—to develop their skills, motivation, and confidence.

To be truly effective, a leader's style has to be adapted to the skills and commitment of the employees he or she wants to influence. With some employees, managers must be prepared to provide a great deal of direction or encouragement and appreciation. Others will deliver their best only when they are allowed to take the ball and run with it. Situational Leadership II teaches leaders to diagnose the leadership needs of an individual or group at a point in time, and then to use the leadership style that will be the most productive.

This two-day course is designed for supervisors and managers who have had basic supervision training. To schedule the course on your forest, or for additional information contact A.J. Skeen.

by A.J. Skeen
Employee Development Specialist
Regional Office □

Escalante Ranger and Community Wins Award

The Forest Service recently announced 17 National Rural Community Assistance Awards recipients. Recognition is based on actions that promote collaboration, rural economic development, and a quality rural environment. Recipients were selected from the Forest Service, other government agencies, private individuals, and groups in the categories of LEADERSHIP, SPIRIT and ACTION.

Two of the award recipients were from the state of Utah.

Congratulations are extended to Kevin Schulkoski, District Ranger for the Escalante RD on the Dixie NF. Kevin was given the LEADERSHIP award for his facilitation and leadership in a strategic planning process with the community of Escalante.

Recognizing that resource management decisions were having a significant impact on the local economy, Kevin was one of the first rangers in the country to become involved with local community action planning. Collaborative action planning has turned a negative situation into a positive relationship with the Forest Service for the first time in many years.

Among the Action Team's accomplishments during Kevin's involvement have been the production of a brochure featuring activities in and around Escalante that was designed to lengthen people's stay, a fund drive to complete a local museum, and retention of a traditional sawmill business emphasizing the value-added phase of the operation. The successful efforts in Escalante have lead to neighboring community and county involvement in rural development efforts.

The Forest Service also congratulates the community of Escalante who received the ACTION award for successfully implementing the concepts found in the Forest Service strategy for rural community assistance.

Escalante is listed as one of the 10 most endangered communities in the nation by the National Association of Counties, and creating a strategic plan for rural development was the first step toward recovery. Objectives of their plan include: diversify the economic base, capture the economic opportunities that exist with a growing tourism industry, and become economically successful in rural Utah.

Community support has been high. Since the strategic planning effort began, the Action Team in Escalante has expanded, and now includes project teams with many individuals who want to contribute their time and talents to finding ways to improve the economic environment of their community.

Perhaps the key to the success for the people of Escalante is expressed in a message they share with others—"Never underestimate the abilities of citizens who work together to make their town better. Small rural communities with seemingly few resources have a tremendous amount of talent, dedication, and community spirit. Extend invitations, encourage involvement, and ask for ideas."

Throughout the country, the state, and Region 4 of the Forest Service, Escalante is viewed as a progressive, organized, and accomplished rural development team.

by Ann King
Special Initiatives Coordinator
Utah National Forests □

Winners of the ACTION Award were the Escalante Action Team. Kevin Schulkoski (third from right) was also the winner of the LEADERSHIP Award.

R4 Engineers of the Year

The Intermountain Region selected Ted Fitzgerald, Randy Tate, and Bill Keith as Regional Engineers of the Year for 1994. Fitzgerald won the Managerial category, Tate took the Technical category, and Keith was named in the Engineering Technician category. All three winners were given plaques and cash awards by Deputy Regional Forester Jack Blackwell at the Regional Engineering Management Workshop at Twin Falls in January 1995.

Ted Fitzgerald, Fishlake Forest Engineer, won the Managerial award for his many accomplishments since coming to the Fishlake in 1991. In addition to his engineering duties, Ted serves the Forest as Minerals Staff Officer and Human Resource Program Coordinator. He initiated the first All Native American YCC program and civil rights support on the Forest, and recruited a Hispanic cooperative education student who will become a Forest Service professional engineer this year.

Ted represented the Fishlake in a heated water rights debate between an irrigation company and the Forest Service, receiving recognition for his demeanor, composure, and honesty in dealing with the situation. Ted also took the lead in resolving water rights disputes in the Gooseberry drainage and corrected dam design deficiencies on Federal, State, and private dams. His efforts on another water rights case prevented a precedent-setting ruling by the State Engineer that would have drawn the Forest Service into court action.

Customer-focused and customer-driven describes Caribou NF Civil Engineer, Randy Tate, who won the Technical Engineer of the Year award. Randy always "goes the extra mile" by contributing his engineering skills, time, and support to meet both internal and external customer needs.

Randy facilitated the Choosing by Advantages process for the Malad, Idaho Rural Development project selection, and for the Santa Fe NF to help them determine the preferred alternative for a controversial ski area. Randy's innovative partnerships with the local County Commissioners and road personnel resulted in greatly improved road maintenance operations coordination. He also provides advice and consultation on transportation opportunities, drainage needs, and mitigation measures for mine development, haul and access roads, and associated infrastructure for a group of phosphate mining companies.

The Forest recognized Randy as a leader in implementing computer technology. He developed an extensive traffic counting program, manages the Forest's Global Positioning System, read counter chips, and prepares tables and graphs for several Forests in the Region.

Region 4's Civil Engineering Technician, Bill Keith, was awarded the Engineering Technician of the Year for his many accomplishments, including high quality performance during his career.

Since its inception in 1973, Bill has assisted in developing the bridge inspection program and has presented bridge inspection training sessions for Forest engineering personnel. Bill also helped implement the National Bridge Inspection System which helped bring the Region into compliance with public law governing bridge inspections.

Bill was the R4 Engineering representative for the national "Timber Bridge Initiative" program, and was instrumental in establishing computer-aided design and drafting for the Region. Bill is sought for his guidance in the maintenance, repair, and rehabilitation of major deficiencies in large, complex bridge structures. Currently, Bill helps resolve special and complex projects involving lead-based paint systems.

Congratulations to the Regional Engineers of the Year!

Carol Nunn-Hatfield Honored

Carol Nunn-Hatfield, Wildlife Biologist on the Spanish Fork RD, Uinta & Wasatch-Cache NFs, was named Utah Wildlife Federation's Forest Service Employee of the Year for 1994.

The key to her success comes from her efforts to involve a multitude of partners in her work. One of her accomplishments is the big game winter range project in Spanish Fork Canyon. This project has improved over 2,000 acres of big game winter range habitat while successfully reducing impacts to private lands from wintering big game. Not only is this project benefitting wildlife, it's an example of how people working together can resolve issues and increase accomplishments. Partners include local sportsmens groups, environmental groups, Utah Division of Wildlife Resources (UDWR), and the Rocky Mountain Elk Foundation (RMEF).

The annual fishing day for handicapped children at Payson Lakes is another example of Carol's commitment. Working with the Tooele County Wildlife Federation, UDWR, Salt Lake County Fish and Game Association, Utah County Sportsmen Alliance, and hundreds of volunteers has created an outstanding event for everyone involved.

Her success at involving partners and volunteers in many projects is the result of a lot of extra time and effort. She is an active participant with several wildlife organizations, including the RMEF, Ducks Unlimited, Audubon, and the National Wildlife Federation. She attends the Tooele County Wildlife Federation meetings, working extensively with this group on various wildlife habitat projects, Kids Fishing Day, Jakes Event (Wild Turkey Federation), etc.

Carol has also been recognized by the Tooele County Wildlife Federation as Sportsperson of the Year for her efforts to help this group be successful in their endeavors to enhance Utah's wildlife.

Carol, thanks for all you do.

by Loyal Clark
Public Affairs Officer
Uinta National Forest □

Mr. Viers is able to enjoy fishing once again, thanks to the Beaver RD.

August 22, 1994

Beaver Ranger District
Fishlake NF

Beaver Ranger District:

Three cheers . . . loud and clear for installing a sidewalk and concrete piers for the handicapped at Little Reservoir in Beaver Canyon.

In 1991, my husband suffered a stroke which left him severly handicapped. We had been used to fishing, but I couldn't find a spot suited for wheelchair fishing . . . until we discovered Little Reservoir. What a pleasant surprise.

It really makes a pleasant outing for us to be able to enjoy the outdoors in a spot as pretty as Little Reservoir. It's wonderful to see him enjoy fishing once again.

I'm sure I speak for many people who may have forgotten to write when I say thank you from the bottom of my heart.

Sincerely,

/s/ Maude A. Viers

Frank Carroll
Boise NF

May 23, 1994

Dear Frank:

By the time you receive this, the 250 photographs for my book, "Fire Line," will be on their way to the publisher. After a nationwide search, the photo selection ends up including 30 pictures from the fire archives of your office, more than from any other source . . . I think the Boise NF has the best collection of forest fire photography.

This letter is to sing the praises of Lynette Berriochoa, who provided invaluable assistance for most of a year. Lynette began by finding and pulling 125 slides I had marked poorly in many volumes of your collection. Then she got the pictures duplicated and shipped, held the originals for my final selection, dealt with complexities of two numbering systems I was using . . . Then she followed up with fresh material when I told her I was lacking good pictures on prescribed fire and post-fire rehabilitation.

There were dozens of opportunities for balls to be dropped and things to get lost in the shuffle, but it never happened. I asked more than I had a right to expect, and Lynette never faltered. If she had, my project would be in serious trouble.

I'm grateful to her—and you, for assigning someone so competent to help me.

Sincerely,

/s/ Mike Thoele

October 1, 1994

Pete Johnston
Council Ranger District
Payette NF

Dear Mr. Johnston:

I simply want to express my boundless appreciation and admiration for the manner in which your District office is run. Over many years, I've had numerous interactions with District offices . . . and I have never met a more uniformly cooperative, helpful staff. From my first inquiry about getting house logs for a cabin, until the trucks were loaded, everyone—Meg Anderson, Kim Slyter, Eric Brunner, and Karen Bailey—acted as though they were responsible for "service" being part of the name of the U.S. Forest Service.

I was impressed by everyone's concern and sense of responsibility for protecting the resources. I wanted to offer my congratulations and thanks.

Cordially,

/s/ Cort Conley

Mr. Joe Bistryski
Mr. Nick Giannettino

February 3, 1995

Dear Joe and Nick:

Thanks for being in attendance at our Director's meeting on January 27. The hour of the meeting was quite late and we know that you both experienced a long day plus the long drive home from Pleasant Grove to Duchesne and Roosevelt.

Your input was of great value to our members . . . We look forward to working with you in many joint efforts besides the new spring. Thank you for your outstanding personal efforts in working with us.

Sincerely,

/s/ Gail B. Biggs, President
and Chad T. Hull, 1st Vice-President
Rock Creek Ranch Corporation

Brent McBeth
Ashley NF

January 20, 1995

Dear Mr. McBeth:

Please accept my thanks and appreciation for Ms. Mary Wagner's assistance with our Branch of Information Services. She helped our Information Systems Manager and Telecommunications Manager, who examined data wire recently installed in your Supervisor's Office.

We commend Ms. Wagner for her host attitude in assisting our staff and making them comfortable in your facilities.

Sincerely,

/s/ Mat Millenbach
State Director (Utah)
Bureau of Land Management

Personnel

BOISE NF

Spot

EILEEN MARSHALL, SCSEP, Marsing Job Corps - For hard work and dedication to performing her duties in the Dispensary at Marsing Job Corps. For the past four months, Eileen has had to increase her workload as the LPN has been on leave.

Special Act

CHRISTOPHER LESCH and NATHAN LEFEBRE, Forestry Technicians, Mt. Home RD - In special recognition for your quick and decisive action in response to a life threatening situation.

GRETCHEN WARD, Recreation Planner, SO - Exceptional performance in working collaboratively with partners and setting standards to develop the Payette River Basin outstanding resource value assessment.

DAVE CAMPBELL, Forestry Technician, SO - For superior performance as the acting Helitack Foreman during the 1994 Fire Season.

ROBERT WING, Forestry Technician, SO - For sustained superior performance as the acting Helitack Foreman for the 1994 Fire Season.

ELLEN BORGARDUS, Assistant Dispatcher, Dispatch - Superior performance in planning, training, and coordinating with primary dispatchers and internal and external customers during 1994 Fire Season, Boise Interagency Dispatch Center.

KATHY GRIMES, Resource Clerk, Mt. Home RD - In recognition of exceptional support to the District Resource Assistant during the Foothills Fire Salvage Program.

KATHRYN BEALL, Cultural Assistant, LPN - For Superior Performance as Cultural Assistant at Lucky Peak Nursery.

WANDA STEWART, Gardener, LPN - For Superior Performance as Gardener at LPN.

ERIKA BARKER, Gardener, LPN - For Superior Performance in the seed program and packing operation at the Nursery during FY94.

GARY HILEMAN, Gardener Foreman, LPN - For Superior Performance as Foreman at LPN.

DALE SWEARINGEN, Maintenance Worker, LPN - For Superior Performance running the Nursery Irrigation and Building Maintenance Program.

JOHN CHASE, Tractor Operator, LPN - For Superior Performance as a Tractor Operator at LPN.

CAROLE DORAMUS, Gardener, LPN - For Superior Performance as a Gardener at LPN.

CLARA TURNER, Laborer, LPN - For Superior Performance as an LPN Irrigator.

TAMMIE COOPER, Office Clerk - For Superior Performance in keeping the Nursery office running smoothly.

MARY BETH KNOX, Accountant, SO - For instrumental work in correcting the WCF account for the Nursery. She has been outstanding in all performance elements.

Length of Service

LYLE WILKINSON, Appraiser, SO - 25 years.

LINDA SPITZLER, Supervisory Contract Specialist, SO - 25 years.

Appointments

MICHELLE DRYSDALE, to Student Trainee, Forestry Technician (Fire), Cascade RD.

NATHAN LANCASTER, to Student Trainee, Forestry Technician (Fire), Cascade RD.

Promotions

WALT ROGERS, Grays River RD, Bridger-Teton NF to District Ranger, Lowman RD.

ELLEN BOGARDUS, Forestry Technician, Dispatch.

Reassignment

RICHARD WEBSTER, Appraiser, SO to Review Appraiser, Dixie NF.

JANE BEAULIEU, Forester, Idaho City RD to Land Management Planning Specialist, Mt. Home RD.

BRIDGER-TETON NF

Cash

BILLIE SHIELDS, Construction Inspector, SO - $300 for outstanding performance in providing safe drinking water to our customers.

WAYNE CLAYTON, Facilities Manager, SO - $300 for outstanding performance in providing safe drinking water to our customers.

LISBETH NOVAK, Landscape Architect, SO - $500 for leadership in quality from project conception to completion, service to the districts, and exemplary commitment to excellence in recreation construction, visual resource management, accessibility to the disabled and all aspects of work.

TERRY SVALBERG, Soil Scientist, Pinedale RD - $375 for leading the Bridger-East Ecological Unit Inventory and assisting the Intermountain Region and the Nationwide Forestry Applications Program with development of regional and national standards, guidelines, and methodologies for Ecological Unit Inventories including development, procurement, and testing of methodologies and equipment for integrating GIS and remote sensing technologies into the ecological inventory process.

DALE GOMEZ, Wildlife Biologist, Buffalo RD - $500 for sustained superior performance in duties during 1994.

DANIEL ELLISON, Administrative Officer, SO - $1,000 for professional and consistent support of the Administrative Services group. Your leadership has given them the confidence they need to be highly motivated, productive employees. And for your assistance to the Region in the accomplishment of investigations involving a variety of highly complex and sensitive personnel issues.

BARBARA SIMON, Computer Assistant, SO - $600 for independent operation and problem resolution of Forest computer systems during system manager's absence. Performance was above expected level and resulted in minimal disruption of service to system users.

BRADLEY BRIDGES, Computer Assistant, SO - $650 for outstanding program and customer support in GIS including regional and interagency support in advancing GPS use.

ROSEMARY HOUSER, Support Services Supervisor, Grey's River RD - $400 for providing outstanding support during the 1994 fire season in feeding, housing, and ordering supplies for the firefighters.

TERRY DYESS, Forestry Technician, Grey's River RD - $500 for displaying leadership in suppressing fire on the Grey's River and Kemmerer RDs during the 1994 fire season.

Reassignments

DANIEL ELLISON, Administrative Officer, SO - For consistently supporting the spirit and embodiment of Multiculturalism and Equal Employment Opportunity on the Bridger-Teton NF.

JEAN HILL, Information Assistant, Jackson RD - For your continued excellence in providing visitor services to the customers of the Bridger-Teton NF.

DOROTHY NECKELS, Information Assistant, SO - For your outstanding contribution to the Smokey Bear and fire prevention programs on the Bridger-Teton NF during the 1994 fire season.

DEAN BURNHAM, Supervisory Forester, Grey's River RD - For your superb efforts in support of the 1994 Rainbow Family Incident Command Team. Your dedication and hard work ensured that resources were provided in a timely manner and operations were efficient and safe.

DONALD FALLON, Soil Scientist, SO - For assisting the Bridger-Teton NF, the Intermountain Region and the Nationwide Forestry Applications Program with development of regional and national standards, guidelines, and methodologies for Ecological Unit Inventories including integrating GIS and remote sensing technologies into the ecological inventory process. For assistance with the MOU with USGS for surficial geology maps of the Bridger-East inventory, and for developing and writing "Landform Hierarchy for Ecosystem Mapping of the Intermountain Region."

MARTIN FERWERDA, Soil Scientist, SO - For consistently working above and beyond normal duties to provide the Bridger-Teton NF with soil and vegetation data necessary for the implementation of Ecosystem Management including the development of guidelines and methodologies for conducting Ecological Unit Inventories using GIS and remote sensing technologies. For insuring that the targets and goals of the Bridger-East Ecological Unit Inventory are met.

DAVID TART, Ecologist, SO - For assisting the Bridger-Teton NF, the Intermountain Region, and the Nationwide Forestry Applications Program with development of regional and national guidelines and methodologies for Ecological Unit Inventories including development of an Ecological Unit Inventory vegetation database and integration of GIS and Remote Sensing technologies in the ecological inventory process. And for developing and writing "Preliminary Mountain Big Sagebrush Plant Associations of the Pinedale RD."

DEBORAH DESLAURIER, Natural Resource Specialist, SO - For outstanding performance in all aspects of your job in FY 1994.

MARY SKINNER, Information Assistant, Pinedale RD - For superior performance during 1994, providing quality service to all Forest visitors and being an excellent team member.

ANITA DOUGLAS, Resource Clerk, Pinedale RD - For superior performance during 1994, providing quality service and assistance to all District personnel, and being an excellent team member.

Group

KAROL BERGQUIST, Budget & Accounting Analyst; LESLIE JONES, Supervisory Budget Officer; MINNIE NELSON, Accounting Technician; SANDRA SEATON, Accounting Technician; PATRICIA HAINES, Support Services Supervisor; JENNIE IMESON, Administrative Clerk; SUE CATHEY, Deputy Administrator; SHIRLEY LONGHINI, Financial Assistant; and JUDY SHIELDS, Accountant - all SO - For your dedication in achieving firefighting objectives during the 1994 season. Your participation on overhead teams and in carrying out essential Forest functions while teammates were detailed to fires ensured that both emergencies and organizational workloads were fully accomplished.

STEVE HARMON, Resource Assistant; LORI DENTON, Forester; and DEBORAH HOOK, Resource Clerk - all Big Piney RD - For your superb efforts in managing the 1994 Rainbow Family Incident from initial planning through site rehabilitation. Your dedication and teamwork led directly to the successful accomplishment of Forest goals for this incident.

ANITA DOUGLAS, Resource Clerk; JOELLA DUGAN, Support Services Specialist; BARBARA FRANKLIN, Ecologist; JAMES KELLER, Supervisory Forester; MEGAN LYONS, Forester; ANN MEBANE, Wildlife Biologist; KURT NELSON, Fisheries Biologist; MARY SKINNER, Information Assistant; TONI STRAUSS, Range Conservationist; CINDY STEIN, Forester; DAVID SWANK, Forester; HEIDI SANDENO, Information Receptionist; ERIC SANDENO, Forestry Technician - all Pinedale RD - As a member of the Pinedale RD, this award is for your outstanding performance, your positive attitude, and especially for your willingness to help others and work together in accomplishment of District programs.

LEON TILLMAN, Engineering Equipment Operator; MARSHALL MARTIN, Engineering Equipment Operator Helper; GEORGE THOMPSON, Engineering Equipment Operator; WILLIAM NECKELS, Engineering Equipment Operator Foreman - all SO - In FY 1994, the Forest Road Maintenance Team, even with a substantially reduced budget, succeeded in completing a road maintenance schedule that equaled prior years' outputs. This was done in spite of considerable support in the Region's fire suppression efforts.

ROBERT REESE, Forester Administrator, Pinedale RD; SCOTT FITZWILLIAMS, Public Affairs Specialist, SO; DANIEL ELLISON, Administrative Officer, SO; JAMES WICKEL, Forester Administrator, Kemmerer RD; GREGORY CLARK, Forester Administrator, Big Piney RD - For superb efforts in managing the 1994 Rainbow Family Incident from initial planning through site rehabilitation. Your dedication and teamwork led directly to the successful accomplishment of Forest goals for this incident.

JUDY SHIELDS, Accountant, SO; DAVID SWANK, Natural Resource Manager, Pinedale RD; JAMES KELLER, Supervisory Forester, Pinedale RD; RAMON BORREGO, Wildlife Biologist, Big Piney RD; DONESE WILLIAMS, Mineral Management Specialist, Big Piney RD; JAMES SCHOEN, Archaeologist, SO; SUE CATHEY, Deputy Administrator, SO; TERRY DYESS, Forestry Technician, Grey's River RD; LYNDA HOUFEK, Support Services Specialist, Big Piney RD; GERALD RUSTAD, Natural Resource Specialist, Kemmerer RD; ROBERT KOMINISKY, Forestry Technician, Kemmerer RD; RITA CHANDLER, Forestry Technician, SO; ROBERT BURLESON, Forestry Technician, SO; JAMES CATHEY, Forestry Technician, SO; JAMES IRWIN, Warehouse Worker, SO; RANDY DAVIS, Soil Scientist, SO; LEON TILLMAN, Engineering Equipment Operator, SO; WILLIAM NECKELS, Engineering Equipment Operator Foreman, SO; KEN DAVIS, Archaeologist, SO; MARILYNN SHOEMAKER, Computer Programmer Analyst, SO; JENNIE IMESON, Administrative Clerk, SO; DOROTHY NECKELS, Information Assistant, SO; FRED KINGWILL, Public Affairs Specialist, SO - For your superb efforts in support of the 1994 Rainbow Family Incident Command Team. Your dedication and hard work ensured that resources were provided in a timely manner and operations were efficient and safe. Your cooperation and teamwork led directly to the successful accomplishment of the Forest goals and objectives for this incident.

Spot

JEAN HILL, Information Assistant, Jackson RD - $100 for developing a design for the Civil Rights Action Team logo which will be used on certificates recognizing fellow employees who have made significant contributions in the area of Civil Rights.

DAVID SWANK, Natural Resource Manager, Pinedale RD - $100 for organizing the Experience the Outdoors event and Forest participation in the Special Olympics, allowing co-workers to become personally involved, enlightened, and enriched while providing recreational opportunities for persons with disabilities.

LISBETH NOVAK, Landsacpe Architect, SO - $100 for organizing an accessibilities workshop for the Forest through which Forest employees and members of the community now have skills needed to improve accessibility and plan future development to meet the needs of persons with disabilities.

Quality Step Increase
KEZIA SKINNER, Lead Forestry Technician, SO - For performing duties as acting Helicopter Foreman on Interagency Helitack Crew for the 1994 fire season at a level far exceeding Fire Management's expectations.
CYNTHIA STEIN, Forester, Pinedale RD - For outstanding performance during 1994 in wilderness management, civil rights, supervision, and safety. Her accomplishments individually and as a member of the District management team merit special recognition and award.
LARRY WARREN, Land Use Planning Specialist, SO - For sustained superior performance in all elements related to the position of Land Use Planning Specialist, and especially for taking the lead responsibility for GIS coordination for the Greater Yellowstone Coordinating Committee.
JOETTE KATZER, Cartographer Technician, SO - For sustained superior performance in completing Forest GIS responsibilities.
SUSAN MARSH, Landscape Architect, SO.

Promotions
WILLIAM NECKELS, Engineering Equipment Operator, SO to Engineering Equipment Operator Foreman, SO.
BARBARA FRANKLIN, Hydrological Technician, Pinedale RD to Ecologist, Pinedale RD.
JEFFREY HATCH, Range Conservationist, Medicine Bow NF, Douglas RD to Rangeland Management Specialist, Pinedale RD.

Promotions in Place
CYNTHIA WOLF, Forestry Technician, Buffalo RD.
ROSEMARY HOUSER, Support Services Specialist, Grey's River RD.

Reassignments
JAY ROMINE, Range Technician, Caribou NF, Pocatello RD to Forestry Technician, Grey's River RD.

Resignations (Buy-out)
REQUITTA HOGAN, Budget Analyst, SO.

CARIBOU NF

Special Act
BRUCE PADIAN, Forester, SO - For serving as Acting District Ranger at Malad during a sensitive and trying period for the District Employees. Bruce demonstrated his abilities to provide strong leadership and compassion for these employees. While assuming this new role, Bruce was able to continue to provide strong leadership to the Forest's timber management program. This included serving as Contracting Officer on the Forest's first helicopter harvested timber sale.

Performance Award
SCOTT FELTIS, Wildlife Biologist, SO - For superior performance in leading the Forest's Wildlife program and in establishing cost/share projects with cooperating agencies.
TINA STEPHENS, Information Receptionist, Soda Springs RD - For consistent outstanding performance in the Frontliner postion, and for assuming responsiblities outside the normal job requirements.

Quality Step Increase
LEE LEFFERT, Hydrologist, SO - For outstanding performance in providing leadership to the Forest's Hydrology and Fishery programs and in providing sound, timely, scientific information for Forest resource decisions.
MELVIN MOE, Forester, Soda Springs RD - For outstanding performance in all elements of the performance appraisal despite interruptions from a severe fire season and a vacancy in a key subordinate position.

Retirement
JAMES BAILEY, Engineering Equipment Operator, SO.

DIXIE NF

Cash
RANDALL L. RUSSELL, Range Conservationist, Pine Valley RD - In recognition of your extra effort and persistence in construction of the Handicap Fishing Pier at Pine Valley. Your coordination of the volunteers made this project possible.
RANDALL R. HAYMAN, Forester, Cedar City RD - For outstanding accomplishments in the NEPA process involving all District bark beetle recovery projects and for exemplary work in preparing for appeals and litigation for Tippets Valley, Rainbow, and Sidney Valley Recovery projects.

Spot
ARLENE HEAP, Computer Specialist, SO - For extra effort and time put in doing maps for the East Slope Grazing AMP.
MARGARET MORRIS, Computer Specialist, SO - For extra effort and time put in doing maps for the East Slope Grazing AMP.
DAVID A. RICKS, Law Enforcement Officer, SO - For extra effort in scaling the Panguitch Lake Recovery project.

Quality Step Increase
DANIEL H. DEISS, Supervisory Land Use Planner, SO - For outstanding performace in FY 94 in the Forestwide management of the Ecosystem Management Program.

Promotions
TAMERA L. DRAPER, SSS, Teasdale RD.
JERROLD B. LEFEVRE, Civil Engineering Technician, SO.
STEVEN G. HATCH, Civil Engineering Technician, SO.
S. ALAN TALBOT, Civil Engineering Technician, SO.
ROBERT J. FILLMORE, Forestry Technician, Teasdale RD.

Reassignments
CHARLOTTE B. JOHNSTON, Resource Clerk, Escalante RD, to OA Clerk, SO.
ARLENE HEAP, Accounting Technician, SO, to Computer Assistant, SO.
RICHARD P. WEBSTER, Appraiser, Boise NF, to Appraiser, SO.

Transfers In
DAVID R. GRIDER, Administrative Forester, Toiyabe NF, Tonopah RD, to Rangeland Management Specialist, SO.

FISHLAKE NF

Cash
ROBERT STEVENS, Range Technician, Fillmore RD - $500 for superior performance on the Black Willow Fire. You were instrumental in preventing the spread of the fire and possibly saving structures and lives.
DANA NALL, Student Trainee Wildlife Biology, Fillmore RD & Beaver RD - $1,000 for superior performance in cooperation with the SO Fisheries Staff in the planning and completion of fisheries enhancement projects for FY 94.
TODD QUARNBERG, Forestry Technician, Fillmore RD - $500 for superior performance as crew leader of District Fire Crew during this extreme fire season.
WENDY AMBROSE, Information Receptionist, Fillmore RD - $500 for an outstanding job in supporting the Shingle Creek/Black Willow Springs fires on the Fillmore RD and still carrying on your major duties on the District.
SHARON ROBISON, SSS, Fillmore RD - $500 for an outstanding job in supporting the Shingle Creek/Black Willow Springs fires on the Fillmore RD and still carrying on your major duties on the District.
ROBERT STEVENS, Range Technician, Fillmore RD - $500 for an outstanding job in supporting the Shingle Creek/Black Willow Springs fires on the Fillmore RD and still carrying on your major duties on the District.
BILL WRIGHT, Supervisory Forester, Fillmore RD - $500 for an outstanding job in supporting the Shingle Creek/Black Willow Springs fires on the Fillmore RD and still carrying on your major duties on the District.
DEL BARNHURST, Range Management Specialist, Fillmore RD - $500 for an outstanding job in supporting the Shingle Creek/Black Willow Springs fires on the Fillmore RD and still carrying on your major duties on the District.
MARLEEN CHAPPELL, Resource Clerk, Loa RD - $400 for excellence in implementing the national recreation reservation system on the Loa RD during the 1994 season.
PACE ELLETT, Forestry Technician, Loa RD - $400 for excellence in implementing the national recreation reservation system on the Loa RD during the 1994 season.
JOANN DODDS, Personnel Assistant, SO - $500 for professional counseling, preparation and processing of retirement packages during the "buy-out."
DENNIS ALLAN, Supervisory Contract Specialist, USAC - $750 for outstanding performance rating for FY94.
TED FITZGERALD, Supervisory Civil Engineer, SO - $1,500 for outstanding performance in FY 94. Major accomplishments included hosting over 1,000 National Guard workers, representation of the Forest Service in the Gooseberry water rights controversy, and management of the human resource program.
BETH EDMONDS, Secretary, SO - $500 for outstanding performance of assigned duties in FY 94.
LOU ANNE EATON, Computer Specialist, SO - $750 for superior performance in her supervisory duties as a Computer Specialist which lead to the outstanding 1994 Fishlake Administrative Review.
JOYCE RICHEY, Personnel Management Specialist, SO - $750 for superior performance in her duties as a Personnel Management Specialist, which lead to the outstanding 1994 Fishlake Administrative Review.
JAMES M. TURNER, Forestry Technician, Loa RD - $500 for sustained supervision skills during the 1994 field season. His crew accomplished many District objectives while much of the crew were on fire assignments.
DOUGLAS OYLER, Forestry Technician, Loa RD - $500 for meeting/exceeding Richfield RD and Loa RD timber targets, while completing the requirements to become a certified sale administrator.
LYNN FINDLAY, Minerals Specialist, SO - $500 for outstanding performance as the Minerals Specialist and the Pesticide Use Coordinator on the Fishlake NF.
DAVID JEPPSEN, Civil Engineer, SO - $250 for performing all the needed design, contract preparation, and on-the-ground contract administration and successfully completing an extraordinary facility construction work load in FY 94.
VIRGINIA SORENSON, Information Receptionist, SO - $200 for exceptional customer service in FY 94.

Group
SCOTT BOYTER and JENNY BOYTER, SCSEP Enrollees, Richfield RD - For exceptional and dedicated effort beyond normal expectations which significantly contributed to the success and excellence of the 1994 Gooseberry Administrative Site programs.

RALPH GODDARD, Civil Engineering Technician; DAVID JEPPSEN, Civil Engineer; FERRIN REX, Landscape Architect; BRYANT SORENSEN, Civil Engineer, all SO, and STEVE WINSLOW, Resource Specialist, Beaver RD - For exceptional effort and dedication while working with the National Guard during their June 1994 Summer Camp on the Beaver RD.

DENNIS ALLAN, Supervisory Contract Specialist; BARBARA ROWLEY, Purchasing Agent; JUNE PETERSON, Procurement Technician - all USAC - For demonstrating exemplary teamwork during a vacancy on your team.

Spot
ELLEN DANIELS, Resource Clerk, Richfield RD - $100 for District support and coverage during the Burnt Flat Ecosystem analysis process and during an extremely busy fire season.
LEOLA BROWN, SCSEP Enrollee, Richfield RD - $100 for District support and coverage during the Burnt Flat Ecosystem analysis process and during an extremely busy fire season.

Time Off
BARBARA ROWLEY, Purchasing Agent, USAC - 40 hrs - For outstanding performance in completing all assigned procurement work while maintaining quality, and a positive approach to timely completion of assigned work.
JUNE PETERSON, Procurement Technician, USAC - 40 hrs - For outstanding performance in completing all assigned procurement work, while maintaining quality, and a positive approach to timely completion of assigned work.
MELODY JOHNS, Personnel Clerk, SO - 10 hrs - For outstanding support in SCSEP administration and OWCP case processing, always with an attitude of helpfulness and good customer service.

Appointments
MABEL SORENSON, SCSFP Enrollee - Experimental Project, SO.
WENDY AMBROSE, Information Receptionist, Fillmore RD.
DONALD SHAW, SCSFP Enrollee - Experimental Project, SO.

Conversions
KEVIN GREENHALGH, Student Trainee-Forestry, SO, to Forester, SO.

Promotions
STEVE ROBERTSON, Telecommunications Specialist, Ashley SO, to Telecommunications Specialist, SO.
KATHY TWITCHELL, Forestry Technician, Thorne Bay RD, Tongass NF, to Realty Specialist, SO.
LINDA JACKSON, Information Assistant, SO, to Public Affairs Specialist, SO.
GILBERT GARCIA, Hydrologist, SO, to Hydrologist, San Bernadino NF.

Promotions in Place
MICHAEL SMITH, Soil Scientist, SO.
TRINA RANDLES, Accounting Technician, SO.
ANN ROBINS, Rangeland Management Specialist, Fillmore RD.
MARLEEN CHAPPELL, Resource Clerk, Loa RD.
CONNIE GRIFFITHS, Resource Clerk, Beaver RD.
RAQUEL HANSEN, Resource Assistant, SO.
SYLVIA DOTSON, SSS, Richfield RD.
ELLEN DANIELS, Resource Clerk, Richfield RD.
JOYCE RICHEY, Personnel Management Specialist (temporary promotion), SO and Dixie NF SO.

Resignations
MABEL SORENSON, SCSEP Enrollee - Experimental Project, SO.
DONALD SHAW, SCSEP Enrollee - Experimental Project, SO.

Separations
CHARLES SCHMIDT, Engineering Equipment Operator, SO.
DANA NALL, Student Trainee Wildlife Biology, Fillmore RD.

MANTI-LA SAL NF

Promotions
JACK ARCHER, Electronics Technician, SO.

Retirements
A. WAYNE BROWN, Electronics Technician, SO.
DARELL H. STEWART, Supervisory Forestry Technician, Ferron RD.

Reassignments
JONATHAN TUCKER, Forestry Technician, Fire Management Officer, SO.

SALMON-CHALLIS NF

Group
PEGGY JACKSON, Budget & Accounting Analyst; JUDITH MEYERS, Accounting Technician; SHARON HENNIG, Accounting Technician; NORMA GANDENBERGER, Accounting Technician - all SO - For exceeding the normal expectations of their job duties and being an asset to the combining of the Salmon and Challis NFs.

Spot
CAMILLE HAYS, Forestry Technician, North Fork RD.
BAUDI SHELLNUT, Forestry Technician, North Fork RD.
MARK WHITNEY, Helitack Foreman, North Fork RD.
BILL MCKEE, Forestry Aid, North Fork RD - For continuance of on-the-ground support in wilderness and recreation program.
DAVE STRODE, Forestry Aid, North Fork RD - For continuance of on-the-ground support in wilderness and recreation program.
JIM UPCHURCH, Forestry Technician, North Fork RD - For continuance of wilderness support and participation in all aspects of 1994 program.
STEVE PENNER, Forestry Technician, North Fork RD - For continuance of wilderness support and participation in all aspects of 1994 program.
ELIZABETH JOHNSON, Resource Clerk, SO - For extra performance and dedication to implementing the combined resource section for the Salmon-Challis NF.
ANITA MERRITT, Resource Clerk, SO - For extra performance and dedication to implementing the combined resource section for the Salmon-Challis NF.
ROBERTA EADNESS, Resource Clerk, SO - For extra performance and dedication to implementing the combined resource section for the Salmon-Challis NF.
LARRY SIDLO, Telecommunication Specialist, SO - For positive attitude and responsiveness in assisting the Lost River RD.
DONNA LEUZINGER, Information Assistant, Middle Fork RD - For outstanding performance of duties exhibited in the extra workload of doing fire time and attendance reports, travel vouchers, and per diem, along with regular work assignments. Donna accomplished this during an extremely busy fire season and with extra field personnel.
CLEE SHINDERLING, Forestry Technician, Challis RD - For excellence in managing helicopter operations on the Challis RD and throughout the western US during an extended and extreme fire season.
PAUL SMITH, Supervisory Forestry Technician, Challis RD - For excellence in managing helicopter operations on the Challis RD and throughout the western US during an extended and extreme fire season.
JILL MCCURDY, Forestry Technician, Challis RD - For excellence in managing helicopter operations on the Challis RD and throughout the western US during an extended and extreme fire season.
SHERI HUGHES, Forestry Technician, Middle Fork RD - For outstanding performance and exceptional commitment in handling the management of the Middle Fork of the Salmon River program during the 1994 float season.
JANICE LONG, Office Automation Clerk, SO - For the quality and performance you have exhibited on the Challis NF Travel Plan and many other projects.
KAREN JOHNSON, Office Automation Clerk, SO - Eor the quality and performance you have exhibited on a number of projects in the Engineering Department.
DANIEL TOERPE, Supervisory Civil Engineer, SO - For your extra effort to upgrade Challis water systems at Boundary Creek, Loon Creek, Indian Creek and Fairview in a cost effective top quality manner.
JOHN MILLER, Equipment Specialist Automotive, SO - For running one of the top fleets in Region 4 in a cost efficient and user-friendly manner.
JACK EBBERTS, Civil Engineering Technician, SO - For your extra effort on trails special projects and for taking on extra duties when the Land Surveyor position became vacant.

Sustained Superior Performance
CONTANCE WALTER, Office Automation Clerk, SO - For exceeding the normal expectations of her job and taking on extra duties when the SSS retired. Detailed into Mail & File Clerk position.
TERESA JOHNSON, Payroll Clerk Typing, SO - For exceeding the normal expectatios of her job and handling all the personnel actions of the combining of the Salmon and Challis NFs.
GARY MILLS, Fire Management Officer, Cobalt RD - For superior managment of the Cobalt RD fire program as a detailer during the summer of 1994.

Special Act
ANTHONY BOTELLO, Forestry Technician, North Fork RD - Superior Performance Rating.
JEFF JACKSON, Forestry Technician, North Fork RD - For exemplary performance as lead helitack crewmember and helicopter contract inspector during the 1994 fire season.
MELVIN KERNS, Forestry Technician, North Fork RD - For expertise and leadership you provided the helitack operation.

Quality Step Increase
MARK WHITNEY, Supervisory Eorestry Technician, North Fork RD.
DELILA GARECHANA, Computer Specialist, SO - For exceeding the normal expectations of her job and willingness to help others perform their jobs better.
ROBERTA FADNESS, Office Automation Assistant, SO - For exceeding the normal expectations of her job and taking on the extra duties because of the SSS retiring.
SHERRY JACOBS, Lead Mail & File Clerk, SO - For exceeding the normal expectations of her job and willingness to help others better perform their job.

Length of Service
PATRICIA HURT, Wildlife Biologist, Salmon RD - 20 years.
TIMOTHY JONES, Forester, SO - 20 years.
J.E. NEWMAN, Forestry Technician, SO - 20 years.
EDWARD CHRISTY, Lead Forestry Technician, SO - 5 years.
SARAH LAU, Civil Engineer, SO - 5 years.

Time Off (group)
DAVID SISK, Forestry Technician, Challis RD; and CATHY BECKER, Computer Specialist; PETER BRADSHAW, Engineering Equipment Operator Foreman; NORMAN DOLL, Engineering Equipment Operator; JACK EBBERTS, Civil Engineering Technician; ROBERT GIANNINY, Land Management Planner; JIMMIE JAMES, Information Assistant; LARRY PRICE, Forestry Technician; LARRY SIDLO, Telecommunications Specialist; TONI SULLIVAN, Management Analyst; FIELDS BENDER, Visual Information Specialist - all SO - For significant fire time contribution (80 hours or more) to the fiscal year 1994 fire season.

Promotions
EIELDS BENDER, Visual Information Specialist, Challis SO, to Visual Information Specialist, SO.
JOHN PERRY, Forestry Technician, SO, to Law Enforcement Officer, SO.

Promotions in Place
LINDA FOSTER, SSS, Lost River RD.
DENISE CAMPER, SSS, Yankee Fork RD.

Reassignments
DANIEL TOERPE, Supervisory Civil Engineer, Challis SO, to Civil Engineer, SO.
WILLIAM SCHUCKERT, Eorestry Technician, North Fork RD, to Supervisory Forester, North Eork RD.

Resignations
MARC SEVERSON, Warehouse Worker, SO.

Retirements
JIM SUSTAIRE, Administrative Officer, SO.
CLINTON SHAW, Computer Program Analyst, SO.
ROBERT HERMAN, Heavy Equipment Mechanic, SO.
JAMES BAKER, Supervisory Civil Engineer, SO.
ROBERT JACOBSEN, Forester, SO.
CLINTON GROLL, Forester Administrative, SO.
CHARLES ALBERT, Range Technician, Lost River RD.

TARGHEE NF

Cash
MELISSA JENKINS, Forester, Island Park RD - For assisting the response team addressing a large information request from the Upper Columbia River Basin project. For developing map overlays for several subwatersheds by transferring vegetation polygons from aerial resource photos to orthophotoquad overlays. Her help was important in responding to this request with a quality product.
CATHEY HARDIN, Supervisory Forestry Technician, Island Park RD - For assisting the response team in addressing a large information request from the Upper Columbia River Basin project. She prepared photo indexes and overlays for other project personnel and began the transfer of vegetation polygons from aerial resource photos to orthophotoquad overlays. Her help in the initial stages was important in responding to this request with a quality product.
LISA KENNEDY, Forester, Dubois RD - Lisa was a member of the response team addressing a large information request from the Upper Columbia River Basin project. She worked four weeks typing and attributing vegetation polygons for a 16,000-acre subwatershed from aerial resource photos. Lisa's substantial assistance in developing a quality product is a credit to herself and the Forest.
ALISSA WILSON, Civil Engineering Technician, Island Park RD - Alissa was a member of the response team addressing a large information request from the Upper Columbia River Basin project. She worked four weeks typing and attributing vegetation polygons for a 23,000-acre subwatershed from aerial resource photos. Alissa's substantial assistance in developing a quality product is a credit to herself and the Eorest.
KAYLENE MONSON, Rangeland Management Specialist, Palisades RD - Kaylene was a member of the response team addressing a large information request from the Upper Columbia River Basin project. She worked four weeks typing and attributing vegetation polygons for a 27,000-acre subwatershed from aerial resource photos. Kaylene's substantial assistance in developing a quality project is a credit to herself and the Eorest.
RICHARD ROBERSON, Eorester, SO - Richard was a member and technical coach on the response team addressing a large information request from the Upper Columbia River Basin project. He worked five weeks typing and attributing vegetation polygons for a 10,000-acre subwatershed from aerial resource photos, and assisted other team members with technical questions. Richard's substantial assistance in developing a quality product is a credit to himself and the Forest.
KONIE GARDNER, Personnel Clerk, SO - Eor sustained superior performance during FY 1994.

Group
ANGELA FARR, Supervisory Personnel Management Specialist; MICHELLE HEAPS, Personnel Management Specialist; KONIE GARDNER, Personnel Clerk; JACQUE HILL, Civilian Payroll Technician; DEBBIE BUSTER, Personnel Assistant - all SO - For your dedication and the quality customer service you provided the Bridger-Teton NF during the summer and fall of 1994. Your teamwork and professionalism in accomplishing personnel services enabled the Forest to fully achieve its organizational objectives.

LISA KENNEDY, Dubois RD; ALISSA WILSON, Island Park RD; DOUG WILLIAMS, SO; RICHARD ROBERSON, SO; MELISSA JENKINS, Island Park RD; DEBORAH BOLLINGER, Ashton RD; CATHY HARDIN, Island Park RD; KAYLENE MONSON, Palisades RD - For assisting the response team addressing a large information request from the Upper Columbia River Basin project. They developed map overlays for several subwatersheds by transferring vegetation polygons from aerial resource photos to orthophotoquad overlays.

Spot
DONNA WINTERS, Office Automation Clerk, SO - For going above and beyond her duties.
JACQUELINE HILL, Civilian Pay Technician, SO - Very knowledgeable and ready to help when needed even when she was busy.
MARILYN KARY, Accounting Technician, SO - Eor creating a special format for displaying amounts paid for the Mesa Falls State budget.
LOIS T. ANDERSEN, Support Services Specialist, Palisades RD - For outstanding in-service TQM within the Palisades RD.
JACQUELINE HILL, Civilian Pay Technician, SO - For always being there to help us in our many times of need.
KARLOTTA PARRY, Procurement Assistant, SO - For providing the Bridger-Teton NF with outstanding support in both the Procurement and Mail and Eile functions while the Forest was understaffed. Your expertise and willingness to help during this critical period was greatly appreciated.
DONALD PARKER, Manpower Development Specialist, SO - For willingness to assist various Support Service tunctions, especially manning the telephone when all Support Service personnel need to be away for meetings, training, or other duties.
SHARON EYRAUD, Computer Assistant, Ashton RD - For being more than generous with her time and energy in helping a new Forest Service employee by answering many questions and helping her to understand agency procedures. She has been patient and a true helping hand.

Special Act
TERRY BOWERMAN, Soil Scientist, Ashton RD - $500 for his commitment to achieving high quality results and maintaining morale while facing multiple demands for his time.
MARTHA MERRILL, Resource Assistant, Ashton RD - $500 for outstanding attention to detail, accomplishment of program objectives and demonstrated flexibility in times of tight budgets and the retirement of a key employee.
JACK COLWELL, Range Conservationist, Ashton RD - $250 for his commitment in developing the Henrys Fork Weed Management Area Plan which facilitates cooperative efforts in preventing, controlling, and eradicating noxious weeds on private, county, state and federal lands.
EVELYNN HURT, Personnel Management Specialist, SO - $600 for providing exceptional personnel services to three National Eorests for FY94 in addition to some high impact work assignments including buyout, seasonal employment and covering during a severe fire season.

ALEEN ORR, Supervisory Civil Engineer Technician, Island Park RD - $200 for extraordinary performance while inspecting, managing, and administering the construction contract for development of the Sanpete Office Complex, Sanpete RD, Manti-La Sal NF.
JACQUELINE HILL, Civilian Pay Technician, SO - $450 for consistently exceeding payroll action requirements and providing advice, guidance, and expertise to the five Forests serviced in areas of pay and timekeeping.
BRENT PORTER, Supervisory Forester, Palisades RD - $500 for continued superior performance the last three years administering the Palisades RD Recreation Program.
LYNN BALLARD, Natural Resource Specialist, SO - $700 for continued superior performance the last two years as EIS Coordinator and ID Team Leader in completing the Grand Targhee EIS.
DEBRA BUSTER, Personnel Assistant, SO - $600 for her willing and quick service attitude. Many portions of her job were completed not only in a timely way, but with a high degree of quality. Her approach to work is always a "can-do" attitude. She also dealt with highly controversial and confidential matters with a great deal of professionalism.
LEW MCVEY, Forestry Technician, Palisades RD - $250 for continued superior performance in the trail maintenance program on the Palisades RD in 1994.
JAMES DORR, Soil Scientist, Ashton RD - $400 for outstanding performance in exceeding mapping targets and collecting supporting documentation for the 1994 mapping season.
KLARA VARGA, Botantist, Ashton RD - $350 for outstanding performance in assistance to the Ecological Unit Inventory targets and collecting supporting documentation for the 1994 mapping season.

Quality Step Increase
LORI ROWBURY, Personnel Clerk, SO - For providing exceptional clerical assistance to three National Forests at a time when the workload was extremely high including seasonal employment, buyout, and a severe fire season.
LORELEI FRENCH, Personnel Clerk, SO - For providing exceptional clerical assistance to two National Forests at a time when the workload was extremely high including seasonal employment, buyout, and a severe fire season.
ANGELA FARR, Supervisory Personnel Management Specialist, SO - For exceeding all performance elements for FY 94. In addition, have received positive comments concerning her performance in every element she was rated on. Enthusiastic and well versed in Personnel Management regulations.

Reassignments
GARALD ANDERSON, Forestry Technician, Ashton RD, to Law Enforcement Officer, Ashton RD.
MEGAN LYONS, Forester, Bridger-Teton NF, Pinedale RD to Forester, Targhee NF, Teton Basin RD.

Retirements
LOIS T. ANDERSON, SSS, Palisades RD.
DONALD PARKER, Manpower Development Specialist, SO.

UINTA NF

Cash
KAREN LANDON, Resource Clerk, Spanish Fork RD - $600 for outstanding performance in 1994.
BESSIE LARSEN, Computer Clerk, SO - $500 for outstanding dedication and achievement in resolving computer problems arising from transfer of Heber RD to SO system.
JOHN REESE, Civil Engineer, SO - $1,500 for outstanding accomplishment in saving over $28,000 on the Cascade Springs Water System.

Group
BARBARA FRANANO, Fishery Biologist; JIM PERCY, Rangeland Management Specialist; DEANNA NELSON, Wildlife and Fishery Biologist - all Heber RD - For successful completion of the 5-year Strawberry Valley Rehabilitation Project and CUP Completion Act proposals for the next 5 years.

Quality Step Increase
NANCY CLARK, Support Services Specialist, Pleasant Grove RD.
FAYE QUARNBERG, Forestry Technician, Pleasant Grove RD.
BOB EASTON, District Ranger, Pleasant Grove RD.

Length of Service
BILLIE CHASE, Support Services Specialist, Spanish Fork RD - 20 years.
ROBIN FITZGERALD, Support Services Supervisor, Heber RD - 10 years.
KATHLEEN CHRISTENSEN, Resource Clerk, Pleasant Grove RD - 5 years.
DAVID HATCH, Landscape Architect, SO - 5 years.

Conversions
TIM GARCIA, Student Trainee-Forestry, Pleasant Grove RD to Forester, Pleasant Grove RD.
DAVE FOGLE, Student Trainee-Fishery Biology, Heber RD to Fishery Biologist, Heber RD.

Promotions
KERREEN VEST, Computer Specialist, Geometronics Service Center, to Supervisory Computer Specialist, Uinta and Wasatch-Cache NF's.
GLORIA MCCABE, Personnel Management Specialist, Wasatch-Cache NF, to Administrative Officer, Uinta and Wasatch-Cache NF's.

Reassignments
BEVAN KILLPACK, Landscape Architect, Wasatch-Cache NF, to Landscape Architect, Uinta NF.

Retirements
LARRY CALL, Landscape Architect, SO.
NORMAN HUNTSMAN, Rangeland Management Specialist, SO.

Ron Hamilton, Resources Branch Chief on the Payette National Forest, joins other members of the Leadership Team in saying "THANKS" to employees for all their hard work during the past year. An ice cream social, hosted and served by the Leadership Team members, was held in conjunction with an awards day for the Payette on January 31. It was a very enjoyable day for everyone who attended.

April 22 is Earth Day

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The Continuous Improvement Process

The Continuous Improvement Process (CIP), scheduled to begin this month, is a five-year survey process that's more than just a survey. It's a long-term initiative adopted by Chief and Staff to help accomplish our mission and vision more effectively.

The focus of the CIP is improvement of the work environment at the work group level through periodic survey, feedback, action, and evaluation. We realize that only through job satisfaction, quality, productivity, teamwork, and customer satisfaction, will we be able to develop and sustain a highly responsive and effective Forest Service organization. This will be your opportunity to be a part of that goal.

During this unique process, you, your coworkers, and your supervisor (your work group) are in the position to guide your work group in the right direction. You can make your job and your work environment better by identifying problems and taking action to correct them.

As we begin our national and regional change process, there is no better time to become involved in CIP. Through your input, your work group will better understand stumbling blocks and find solutions for more productivity and job satisfaction. This is your chance to contribute to a new beginning. In fact, during this CIP, management is especially committed to making your changes happen.

An all-Forest Service survey will be conducted in 1995, 1996, and 1998. The 1995 survey will contain about 112 items that have been custom designed for and evaluated by Forest Service employees. Each survey cycle will consist of:

THE SURVEY: First, a survey will be conducted. All Forest Service employees will receive their surveys during March and April. Your response to this survey is *confidential.*

FEEDBACK: The results of the surveys will be analyzed and given in a report to each work group consisting of five or more members. The report will assist your work group in pinpointing problems.

ACTION: Based on your responses, work groups will identify issues and take action to improve your work environment and relationships.

EVALUATION: Following the survey, feedback, and action, an evaluation will be made to ensure that solutions are being applied and are working as expected.

This four-step process will be repeated in 1996 and again in 1998 so we can measure change over time and effectively evaluate the CIP as a tool for improving our work environment.

Questions regarding the CIP may be directed to the Regional CIP Coordinator, Chuck Fierro, HR&S (C.FIERRO:S22A).

by Chuck Fierro
Group Leader for Civil Rights
Regional HR&S

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